

Dejon Zemlak

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PROFESSIONAL SUMMARY

Experienced HR Manager with 7+ years focusing on Tech. Known for menu innovation.

EXPERIENCE

Talent Acquisition Manager — Skiles - Bauch (Apr 2021 - Dec 2025)

- Led recruitment for 93 roles across EMEA/US, reducing time-to-hire by 29%.
- Implemented a performance review program which improved engagement scores by 8 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

HR Manager — Collier Inc (Jul 2015 - Dec 2020)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 18%.
- Led recruitment for 111 roles across EMEA/US, reducing time-to-hire by 21%.
- Implemented a performance review program which improved engagement scores by 8 points.

Talent Acquisition Manager — Muller, Veum and Morissette (Oct 2018 - Present)

- Rolled out benefits and L&D programs that increased retention in key teams by 5%.
- Implemented a performance review program which improved engagement scores by 12 points.

People Operations Manager — Pfeffer and Sons (Aug 2021 - May 2022)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 8 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 24%.
- Led recruitment for 58 roles across EMEA/US, reducing time-to-hire by 33%.

People Operations Manager — Poulos, Olson and Hermann (May 2022 - Present)

- Rolled out benefits and L&D programs that increased retention in key teams by 14%.
- Implemented a performance review program which improved engagement scores by 14 points.
- Led recruitment for 141 roles across EMEA/US, reducing time-to-hire by 31%.
- Managed complex employee relations issues and maintained compliance with local employment law.

CORE SKILLS

Talent

Onboarding • Recruitment • Sourcing

Operations

Payroll Coordination • Benefits Administration • HRIS (Workday/BambooHR)

People Practices

Performance Management • Employee Relations • L&D • Succession Planning

Compliance

GDPR • Employment Law • Workplace Investigations • Diversity & Inclusion

ACADEMIC BACKGROUND

MSc Human Resource Management, Hermiston, Dickinson and Gislason Institute (2022)

CERTIFICATIONS

- SHRM-CP
- CIPD Level 5/7